1 June 1982

MEMORANDUM FOR: Executive Director

FROM: Director of Central Intelligence

SUBJECT: STAP Suggestions

    1. My discussions with STAP this morning brought forth some suggestions about improving the recruitment of scientific and technical personnel. Their study shows that NSA has the largest and most difficult requirements and they believe that NSA is making significant progress by having middle-level managers go out and do interviews at colleges and elsewhere. This is an approach which commends itself to me for analytical personnel and career trainees as well.

    2. They recommended a two-track system, a technical track and an executive track, something which more and more corporations are developing and which we have made a modest beginning at with respect to analysts. It seems to me we should be able to reduce the 10-12 months required to get clearances for new technical recruits.

    3. Another impediment cited was failure to reimburse travel expenses for candidates coming in for recruitment interviews. I don't know what the pros and cons of that policy may be, but it seems like a small issue to stand in the way of more successful recruitment.

    4. A significant criticism is that the Research and Development and Technical Service elements of the Science and Technology Directorate are well behind the curve in exploiting state-of-the-art technology to develop small systems. NSA, they say, is using state-of-the-art technology with which CIA components have not yet worked. If that is true there is something wrong, and we should have Ev Hineman look into it very thoroughly.

William J. Casey

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